

EMPLOYEE AND VISITOR TOBACCO AND NICOTINE USE

- 1.0 The use of tobacco, or nicotine products, or any delivery mechanism or device that could be used for the consumption, ingestion or inhalation of tobacco or nicotine products or controlled substances at any school-sponsored event or activity and/or on all District property, including all District buildings, District grounds, District-owned and leased vehicles, and sites leased by the District, is prohibited. This includes without limitation pipes, hookah pens, vaporizers, and electronic cigarettes. In addition to violating Superintendent Policy, such devices compromise the health and well-being of students and staff members, and their use on school grounds is disruptive to the learning environment.
 - 1.1 Tobacco is defined as any product that contains tobacco or is derived from tobacco and is intended to be ingested or inhaled by or applied to the skin of an individual.
 - 1.2 Nicotine is defined as any product that contains nicotine or is derived from nicotine and is intended to be ingested or inhaled by or applied to the skin of an individual.
 - 1.3 This policy is not intended to prohibit the proper use of approved tobacco use cessation products.
- 2.0 **Employees.**
 - 2.1 Violation of this policy shall not be deemed to be just cause for disciplinary action other than the administration of an oral warning, except when:
 - 2.1.1 The employee has a record of repeated violations of this or other applicable rules;
or,
 - 2.1.2 The violation is accompanied by conduct reasonably seen as insubordinate.
 - 2.2 Cessation and education resources as defined in the Tobacco-Free Procedures may be provided to employees that violate this policy.
- 3.0 **Public.**
 - 3.1 Administrators may request members of the public who use tobacco or nicotine products contrary to this policy to refrain from such use.
 - 3.2 Administrators may respond to further violations by a member of the public by issuing a directive for the member to leave District property or the District event.
 - 3.3 Principals or District administration may bar a member of the community from entering school property or attending school activities for repeated violations of this policy.
- 4.0 **Tobacco-Free Environment and Awareness.**
 - 4.1 A tobacco-free environment announcement is encouraged to be made at the first home sporting event for each individual sport. Follow-up announcements or announcements for other school-sponsored events may be made at the administrator's discretion. Example announcements can be found in the Tobacco-Free Procedures.

LEGAL REFERENCES

C.R.S. 22-32-109(1)(bb)(I)
C.R.S. 25 14 101 through 25 14 105
C.R.S. 18 13 121
C.R.S. 22-32-109.1(2)(a)(VII)

CROSS REFERENCES:

Code: 1210
Code: 5000